



EMPLOYMENT TRIBUNALS

Claimant: Mrs Iyabo Parkes
Respondent: Vigilant Security (Scotland) Ltd
t/a Croma Vigilant

RECORD OF A PRELIMINARY HEARING

Heard at: London Central Employment Tribunal **On:** 23rd October 2023
In Person

Before: Employment Judge Gidney

Appearances

For the Claimant: Iyabo Parkes (In Person)
For the Respondent: Thomas Fuller (Representative)

JUDGMENT

The Judgment of the Tribunal is that:

1. **The Claimant's claim of harassment related to sex, pursuant to s26 Equality Act 2010 succeeds in respect of the following complaints:**
 - 1.1. **Issue 6: inappropriate videos, images and texts sent to the Claimant by Edward Amofah;**
2. **The Claimant's claim of direct sex discrimination, pursuant to s13 Equality Act 2010 succeeds in respect of the following complaints (identified here for identification purposes only):**
 - 2.1. **Issue 9: Martin Arscott placed his finger into the Claimant's clenched fist;**

- 2.2. **Issue 14: The Claimant was excluded from an email thread inviting applications for Edward Amofah's former position;**
3. **The Claimant's claim of harassment related to disability, pursuant to s26 Equality Act 2010 succeeds in respect of the following complaints:**
 - 3.1. **Issue 21: The Claimant learning of Martin Arscott's statement regarding standing for two hours;**
 - 3.2. **Issue 22: The Claimant learning of Martin Arscott's statement 'Iyabo Parkes is the worst security officer';**
 - 3.3. **Issue 30: The Claimant learning of the forwarding of the Claimant's sick note to Martin Arscott;**
 - 3.4. **Issue 31: The Claimant told to contact Martin Arscott about her yearly bonus;**
 - 3.5. **Issue 32: The Claimant told by Greg at Dumfries Security Council to contact Martin Arscott;**
 - 3.6. **Issue 33: The Claimant learning Martin Arscott instructed Lee Willis to send him the Claimant's sicknotes.**
4. **The Claimant's claim of harassment related to race, pursuant to s26 Equality Act 2010 succeeds in respect of the following complaints:**
 - 4.1. **Issue 27: Martin Arscott's statement 'Richard is the chief on site'.**
5. **All of the Claimant's remaining claims of direct sex, race and disability discrimination, and harassment related to sex, race and disability are dismissed.**
6. **The Tribunal awards the Claimant compensation in the sum of £84,082.79**

Employment Judge Gidney

16th February 2024

JUDGMENT SENT TO THE PARTIES ON

28 February 2024

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M PARRIS

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FOR THE TRIBUNAL OFFICE

Notes

Although reasons for the judgment were given orally at the hearing, the Claimant requested full written reasons of the liability decision. This will be provided as soon as they can be prepared and promulgated.

Public access to employment tribunal decisions

Judgments and reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.

Recording and Transcription

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. If a transcript is produced it will not include any oral judgment or reasons given at the hearing. The transcript will not be checked, approved or verified by a judge. There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings, and accompanying Guidance, which can be found here:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>